

**DECISION**



**THE COMPTROLLER GENERAL  
OF THE UNITED STATES**  
WASHINGTON, D. C. 20548

*PLM I*

*10,406*

FILE: B-194442

DATE: JUN 8 1976

*see name*

MATTER OF: William G. Covert - Claim for Higher Rate of Pay on Promotion

DIGEST: Wage board employee, who was promoted and transferred to duty station with special wage schedule, claims retroactive pay for difference between WG-11, step 1 and step 3. Claim is denied since rate of pay in WG-11 was properly set under applicable Civil Service Commission regulations.

Mr. William G. Covert has appealed our Claims Division determination denying his [claim for retroactive pay incident to his promotion and transfer to a new wage area] Mr. Covert believes his rate of pay should have been set at WG-11, step 3, instead of WG-11, step 1, and he seeks retroactive compensation for the period from December 26, 1971, to July 1976.

Mr. Covert was employed by the Department of the Air Force and was transferred and promoted from his wage board position at the Hill Air Force Base, WG-10, step 3, to a WG-11 position at the Hill Air Force Range, effective December 26, 1971. The report from the Air Force states that under the Civil Service Commission (CSC) regulations in effect at the time of his promotion, Mr. Covert was entitled to be paid at the lowest scheduled rate of his new grade which exceeded his prior rate of pay by no less than one step rate increment. It appears that Mr. Covert was receiving \$4.69 per hour in his WG-10, step 3, position, and that the step increment was 18 cents per hour. Thus, Mr. Covert had to receive at least \$4.87 per hour upon promotion. Since the rate of pay for the first step of WG-11 at the Hill Air Force Range was \$5.04 per hour, Mr. Covert's salary was set at WG-11, step 1.

The record before us also shows that in 1967 a special Federal Wage System schedule was established for the Hill Air Force Range so as to compensate employees for the extra expense and time associated with commuting to this remote worksite. This special schedule was 12 percent higher than the nearby locality rate, and Mr. Covert's rate of pay was set under this special wage schedule in 1971. However, in 1975 the CSC advised the Air Force that the Hill Air Force Range met the criteria for payment of a remote worksite commuting allowance under 5 U.S.C. § 5942 but that such allowance could not be paid until the special wage schedule was changed.

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Effective June 8, 1975, the special wage schedule was terminated, and Mr. Covert became eligible for a remote worksite commuting allowance.

*The claimant asserted*  
~~Mr. Covert~~ apparently believes that because of the special wage schedule at ~~the~~ *the* Air Force Range he was denied the one-step increment increase that a wage board employee is entitled to upon promotion, and he argued that his rate of pay should have been set at WG-11, step 3, in 1971. As discussed above, ~~Mr. Covert's~~ *the claimant's* rate of pay upon promotion was in excess of the one-step increase and appeared to have been set in accordance with the applicable ~~DSC~~ regulations. See Federal Personnel Manual (FPM) Supp. 532-1, S8-3d (Inst. 5, May 20, 1971). ~~Mr. Covert also argued~~ *the claimant's* that under the regulations, he was entitled to a higher rate of pay where more than one personnel action was effected at the same time. The regulation which ~~Mr. Covert~~ cited, FPM Supp. 532-1, S10-12, concerned conversion to the Coordinated Federal Wage System and ~~was~~ *was* not applicable to ~~Mr. Covert's~~ *the claimant's* promotion and transfer to a new wage area.

*The pres*  
Accordingly, ~~we~~ *we* sustain our Claims Division determination *was sustained* denying ~~Mr. Covert's~~ claim for retroactive pay.

*R. F. Koster.*  
Deputy Comptroller General  
of the United States